



# KERALA GAZETTE

## കേരള ഗസറ്റ്

PUBLISHED BY AUTHORITY

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്

Vol. LIV വാല്യം 54	} THIRUVANANTHAPURAM, TUESDAY തിരുവനന്തപുരം, ചൊവ്വ	10th November 2009 2009 നവംബർ 10	} No. 44 നമ്പർ
		19th Karthika 1931 1931 കാർത്തികം 19	

### PART I

## Notifications and Orders issued by the Government

### Labour and Rehabilitation Department

#### Labour and Rehabilitation (A)

#### ORDERS

(1)

G . O. (Rt.) No. 1204/2009/LBR.

*Thiruvananthapuram, 18th August 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between the Managing Director, Steel and Industrial Forgings Limited, Athani, Thrissur-680 771 and the workmen of the above referred establishment represented by (1) The General Secretary, Kerala Silk and Employees Union (CITU), S. I. F. L. Unit, Athani P. O., Thrissur-680 771, (2) The General Secretary, All Kerala Silk Employees Union (INTUC), S. I. F. L. Unit, Athani P. O., Thrissur-680 771, (3) The General Secretary, S. K. I. L. Forge Employees Union (AITUC), S. I. F. L. Unit, Athani P. O., Thrissur-680 771, (4) The General Secretary,

Silk Employees Sangh (BMS), Athani P. O., Thrissur-680 771 in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication ;

Now, therefore, in exercise of the powers conferred by section 10 (1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Palakkad. The Industrial Tribunal will pass the award within a period of three months.

#### ANNEXURE

1. Whether the demand of Kerala Silk Employees Union (CITU) on thirty percentage (30%) of votes to be attained in the Referendum of Steel and Industrial Forgings Limited, Athani, Thrissur for recognition of Trade Union is justifiable ?
2. If not, what is the percentage of votes to be attained for recognition ?

(2)

G . O. (Rt.) No. 1305/2009/LBR.

*Thiruvananthapuram, 26th August 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between Shri M. S. Mathew (Owner, Trichur Auto Centre), Mannummel Veedu, Kandasamkadavu P. O., Thrissur and the workman of the above referred establishment Shri Radhakrishnan s/o Koru, Padinjare Veedu, Ponnookkara P. O., Thrissur in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 10 (1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Palakkad. The Industrial Tribunal will pass the award within a period of three months.

## ANNEXURE

1. Whether the denial of employment to Shri Radhakrishnan, Salesman by the employer, Shri M. S. Mathew (Owner, Trichur Auto Centre), Mannummel Veedu, Kandasamkadavu P. O., Thrissur is justifiable ?
2. If not, what relief he is entitled to get ?

(3)

G . O. (Rt.) No. 1310/2009/LBR.

*Thiruvananthapuram, 26th August 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between the Manager, Chunduvurrai Estate, SP Puram P. O., Munnar and the workman of the above referred establishment represented by the General Secretary, Workers' Congress, INTUC (I), Munnar in respect of matters mentioned in the annexure to this order;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 10 (1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Idukki. The Industrial Tribunal will pass the award within a period of three months.

## ANNEXURE

1. Whether the denial of work to Shri Simon (7380) of Kundala Puthukadi Division of Chunduvurrai Estate by the management is justifiable or not ?
2. Whether the stoppage of work from permanent status, without notices or enquiry and on oral orders, justifiable ?
3. If not, what relief he is entitled to ?

(4)

G . O. (Rt.) No. 1311/2009/LBR.

*Thiruvananthapuram, 26th August 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between the Manager, Mattupetty Estate, Mattupetty P. O., Munnar, Idukki District and the workman of the above referred establishment Shri Ponnuraj, PF No. 7326, East Division, Mattupetty Estate, Mattupetty P. O., Munnar, Idukki in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 10 (1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Idukki. The Industrial Tribunal will pass the award within a period of three months.

## ANNEXURE

1. Whether the dismissal of Shri Ponnuraj, PF No. 7326, East Division, Mattupetty Estate, by the management is justifiable or not ?
2. If not, what relief the worker is entitled to ?

(5)

G . O. (Rt.) No. 1314/2009/LBR.

*Thiruvananthapuram, 27th August 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between the Managing Director, Bharath Hospital, Kottayam and the workman of the above referred establishment Smt. Sujathamma, Kalayi Thekkeparambil, Channanikadu P. O., Kottayam in respect of matters mentioned in the annexure to this order;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 10 (1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Idukki. The Industrial Tribunal will pass the award within a period of three months.

## ANNEXURE

Whether the denial of employment to Smt. Sujathamma, Kalayi Thekkeparambil, Channanikadu P. O., Kottayam, Sweeper in the Bharath Hospital, Kottayam by the management is justifiable? If not, what relief the workman entitled to ?

(6)

G . O. (Rt.) No. 1315/2009/LBR.

*Thiruvananthapuram, 27th August 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between 1. Shri Suhas Paula, Manager (P&A), Kerala Transport Company, T. M. C. A. Road, P B. No. 50, Kozhikode, 2. The Manager, Kerala Transport Company, Kottayam Branch, Star Junction, Kottayam and the workman of the above referred establishment Shri V. Raveendran, Chirayil Veedu, Kolladu P. O., Kottayam in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication ;

Now, therefore, in exercise of the powers conferred by section 10 (1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Idukki. The Industrial Tribunal will pass the award within a period of three months.

## ANNEXURE

Whether the dismissal of Shri Ravindran, V., Chirayil Veedu, Kollad P. O., Kottayam, Worker in Kerala Transport Company, Kottayam Branch by the management is justifiable ? If not, what relief the workman entitled to ?

(7)

G . O. (Rt.) No. 1316/2009/LBR.

*Thiruvananthapuram, 27th August 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between The Managing Director, Hantex Weavery Unit, Oottukuzhy, Thiruvananthapuram and the workman of the above referred establishment

represented by Shri Kosala Ramadas, President, All Kerala Textile Workers and Staff Federation, Hantex Weavery Unit, Oottukuzhy, Thiruvananthapuram in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication ;

Now, therefore, in exercise of the powers conferred by section 10 (1) (c) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Labour Court, Kollam. The Labour Court will pass the award within a period of three months.

## ANNEXURE

Whether the demand of the Union to give Rs. 3,500 as Bonus to the workers of Weavery Unit of Hantex for getting parity with the amount of Rs. 3,500 that has been given to the staff of Hantex even not taking into account the salary ceiling of Rs. 10,000 is justifiable ? If not, what is the quantum of Bonus the management has to disburse to the workers of the Weavery Unit ?

(8)

G . O. (Rt.) No. 1317/2009/LBR.

*Thiruvananthapuram, 27th August 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between The Manager, Nyamakad Estate, Munnar P. O., Idukki District, Pin-685 612 and the workmen of the above referred establishment represented by the General Secretary, South Indian Plantation Workers Union (INTUC), Munnar P. O., Idukki District, Pin-685 612 in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication ;

Now, therefore, in exercise of the powers conferred by section 10 (1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Idukki. The Industrial Tribunal will pass the award within a period of three months.

## ANNEXURE

1. Whether the dismissal of Shri Jeyapaul, PF No. 4477 by the management of Nyamakad Estate is justifiable or not ?
2. If not, what relief the worker is entitled to ?

(9)

## ANNEXURE

G . O. (Rt.) No. 1319/2009/LBR.

*Thiruvananthapuram, 27th August 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between The Managing Director, Bharath Hospital, Kottayam and the worker of the above referred establishment Smt. K. K. Valsala, Chungathil House, Kaipuzha P. O., Kottayam in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication ;

Now, therefore, in exercise of the powers conferred by section 10 (1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Idukki. The Industrial Tribunal will pass the award within a period of three months.

## ANNEXURE

1. Whether the denial of employment to Smt. Valsala, K. K., Chungathil House, Kaipuzha P. O., Kottayam-Cleaner in the Bharath Hospital, Kottayam by the management is justifiable ?
2. If not, what relief the worker is entitled to ?

(10)

G . O. (Rt.) No. 1320/2009/LBR.

*Thiruvananthapuram, 27th August 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between The General Manager, Hotel Leela Venture Limited, Kovalam Beach, Kovalam, Thiruvananthapuram-695 527 and the workmen of the above referred establishment represented by the Secretary, Kovalam Hotels Limited Employees Union (CITU), Reg. No. 01-13/05, Leela Hotel, Kovalam Beach, Kovalam P. O.-695 527 in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication ;

Now, therefore, in exercise of the powers conferred by section 10 (1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Kollam. The Industrial Tribunal will pass the award within a period of three months.

Whether the demands of the Union to give higher wage structure after protecting the existing V. D. A., Medical Allowance, Leave Benefit to the erstwhile workers of former ITDC (Kovalam Hotels) who are continuing with their continuity of service with the present management is justifiable or not ? If not justifiable, what relief they are entitled to get ?

(11)

G . O. (Rt.) No. 1495/2009/LBR.

*Thiruvananthapuram, 26th September 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between The Manager, Guderale Estate, Munnar P. O., Idukki District, Pin-685 612 and the workmen of the above referred establishment represented by the General Secretary, Devikulam Estates Workers Union (AITUC), Munnar P. O., Idukki District, Pin-685 612 in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication ;

Now, therefore, in exercise of the powers conferred by section 10 (1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Idukki. The Industrial Tribunal will pass the award within a period of three months.

## ANNEXURE

1. Whether the dismissal of Shri Perummal, PF No. 3447, Top Division of Gudarale Estate by the management of Guderale Estate is justifiable or not ?
2. If not, what relief the worker is entitled to ?

(12)

G . O. (Rt.) No. 1496/2009/LBR.

*Thiruvananthapuram, 26th September 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between The Manager, Pallivasal Estate, Pallivasal P. O., Munnar, Idukki District-685 612 and the workman of the above referred establishment represented by the General Secretary, Devikulam Estates Workers Union (AITUC), Munnar P. O., Idukki District, Pin-685 612 in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 10 (1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Idukki. The Industrial Tribunal will pass the award within a period of three months.

## ANNEXURE

1. Whether the dismissal of Shri P. Kumar, Worker (PF No. 4023), Packeting Centre, Pallivasal Estate by the management is justifiable or not ?
2. If not, what relief the worker is entitled to ?

(13)

G . O. (Rt.) No. 1497/2009/LBR.

*Thiruvananthapuram, 26th September 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between the Managing Partner, Essco Auto Mobiles, Essco Tower, Neeramankara Junction, Kaimanam, Pappanamcode P. O., Thiruvananthapuram and the workman of the above referred establishment Shri A. Shamer s/o Ashraf, Uppadathu Thekkathil, Kilikolloor P. O., Kollam in respect of matters mentioned in the annexure to this order;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 10 (1) (c) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Labour Court, Kollam. The Labour Court will pass the award within a period of three months.

## ANNEXURE

Whether the denial of employment to Shri A. Shamer, Driver, Essco Automobiles, Kilikolloor by the management with effect from 4-2-2008 is justifiable ? If not, what relief the worker is entitled to get ?

(14)

G . O. (Rt.) No. 1498/2009/LBR.

*Thiruvananthapuram, 26th September 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between The Manager, Letchumi Estate, Munnar P. O., Idukki District, Pin-685 612 and the workman of the above referred establishment represented by the General Secretary, Devikulam Estates Workers Union (AITUC), Munnar P. O., Idukki District, Pin-685 612 in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication ;

Now, therefore, in exercise of the powers conferred by section 10 (1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Idukki. The Industrial Tribunal will pass the award within a period of three months.

## ANNEXURE

1. Whether the dismissal of Shri Selvaraj, Worker (PF No. 3617) of Nagarmudy Division of Sevenmallai, Letchmi Estate, by the management is justifiable or not ?
2. If not, what is the relief the worker is entitled to ?

(15)

G . O. (Rt.) No. 1499/2009/LBR.

*Thiruvananthapuram, 26th September 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between The Manager, Madupatty Estate, Madupatty, Munnar, Idukki District, Pin-685 612 and the workman of the above referred establishment represented by the General Secretary, Workers' Congress (INTUC), Munnar P. O., Idukki District, Pin-685 612 in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication ;

Now, therefore, in exercise of the powers conferred by section 10 (1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Idukki. The Industrial Tribunal will pass the award within a period of three months.

## ANNEXURE

1. Whether the dismissal of Shri. Murugan, PF No. 3617, Worker of Kuttiair division of Madupatty Estate by the management is justifiable or not ?
2. If not, what relief the worker is entitled to ?

(16)

G . O. (Rt.) No. 1500/2009/LBR.

*Thiruvananthapuram, 26th September 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between The Manager, Pallivasal Estate, Pallivasal P. O., Munnar, Idukki District, Pin-685 612 and the workman of the above referred establishment represented by the General Secretary, Workers' Congress (INTUC), Munnar P. O., Idukki District, Pin-685 612 in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication ;

Now, therefore, in exercise of the powers conferred by section 10 (1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Idukki. The Industrial Tribunal will pass the award within a period of three months.

## ANNEXURE

1. Whether the dismissal of Smt. Nagajyothi, PF No. 4175, Worker in the Nursery division of Pallivasal Estate by the management is justifiable or not ?
2. If not, what relief the worker is entitled to ?

(17)

G . O. (Rt.) No. 1501/2009/LBR.

*Thiruvananthapuram, 26th September 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between The Manager, Pallivasal Packing Centre, Pallivasal P. O., Munnar, Idukki District, Pin-685 612 and the workman of the above referred establishment represented by the General Secretary, Workers' Congress (INTUC), Munnar P. O., Idukki District, Pin-685 612 in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication ;

Now, therefore, in exercise of the powers conferred by section 10 (1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Idukki. The Industrial Tribunal will pass the award within a period of three months.

## ANNEXURE

1. Whether the dismissal of Sri Karim, PF No. 3870 of Pallivasal Packing Centre, Pallivasal by the management is justifiable or not ?
2. If not, what relief the worker is entitled to ?

(18)

G . O. (Rt.) No. 1502/2009/LBR.

*Thiruvananthapuram, 26th September 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between the Managing Director, Ksheera Vyavasaya Sahakarana Sangham, Maranalloor, Koovalasseri P. O., Thiruvananthapuram and the workman of the above referred establishment represented by the Secretary, Thiruvananthapuram District Ksheera Thozhilali Congress (INTUC), INTUC Office, Extra Police Road, Nandavanam, Thiruvananthapuram in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 10 (1) (c) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Labour Court, Kollam. The Labour Court will pass the award within a period of three months.

## ANNEXURE

Whether the employees of Ksheera Vyavasaya Kendra, Maranalloor, Koovalasseri P. O., Thiruvananthapuram are entitled for Bonus at the rate of 20% during the accounting year 2007-2008 ? If not, what is the percentage of the Bonus entitled to ?

(19)

G . O. (Rt.) No. 1503/2009/LBR.

*Thiruvananthapuram, 26th September 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between The Manager, Mattupetty Estate, Munnar, Idukki and the workmen of the above referred establishment represented by the General Secretary, Devikulam Estate Employees Union (CITU), Munnar P. O., Idukki District, Pin-685 612 in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication ;

Now, therefore, in exercise of the powers conferred by section 10 (1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Idukki. The Industrial Tribunal will pass the award within a period of three months.

## ANNEXURE

1. Whether the dismissal of Sri Mari Samy, Worker, PF No. 6852, Grahams Land Division of Mattupetty Estate by the management is justifiable or not ?
2. If not, what relief the worker is entitled to ?

(20)

G . O. (Rt.) No. 1505/2009/LBR.

*Thiruvananthapuram, 26th September 2009.*

Whereas, the Government are of opinion that an industrial dispute exists between the Managing Director, Hantex, Oottukuzhy, Thiruvananthapuram and the workmen of the above referred establishment represented by the President, All Kerala Textile Workers and Staff Federation, Hantex Process House Unit, Balaramapuram, Nanthencode, Thiruvananthapuram in respect of matters mentioned in the annexure to this order ;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 10 (1) (c) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Labour Court, Kollam. The Labour Court will pass the award within a period of three months.

## ANNEXURE

Whether the demands of the union to regularise the service of Shri S. Babu, J. Sasikumar and B. Gangadharan, Security Guards, Hantex with retrospective effect is justifiable or not ? If not, what is the relief they are entitled to ?

By order of the Governor,

G. SIVAPRASAD,

*Under Secretary to Government.*